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<b>Purpose</b>	Describe the local agency responsibilities in developing and carrying out personnel policies
<b>Local Agency Personnel Policies</b>	<p>As an independent contractor, a local agency is responsible for establishing and maintaining its own personnel policies and procedures, including:</p> <ol style="list-style-type: none"><li>1. Job descriptions</li><li>2. Compensation</li><li>3. Evaluations, promotions, discipline and grievances.</li></ol>
<b>Local Agency-Required Compliance</b>	<p>The local agency is responsible for compliance with requirements related to workers compensation, employers' liability, OSHA, and other federal and state statutes and regulations related to the employer-employee relationship.</p>
<b>State Agency's Role</b>	<p>The State Agency's role in local agency personnel policies is limited to:</p> <ol style="list-style-type: none"><li>1. Determining that the local agency meets requirements for having a Competent Professional Authority on staff</li><li>2. Monitoring agency operations to determine that all WIC functions are performed. As needed, recommendations may be made related to training and job descriptions.</li></ol>

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